



Equal Opportunity Advisory Committee

Date: Wednesday October 16, 2019
Time: 7:30 P.M.
Location: Human Resources Office

Meeting Minutes

Present: Barbara Boltz, Chairperson, Caryn Malloy, Andrea Haas, Jack Jones, Nora Marantz
Absent: Augusta Haydock
Also Present: Samantha Dutra

Minutes

Jack Jones moved approval of the June 12, 2019 minutes as corrected. SO VOTED

Current Job Openings

The Committee reviewed current job openings and hiring activity. Since June there have been over 30 vacancies posted by the Human Resources Department. The Committee was pleased to see diverse candidates hired in the Town Clerk's Office and Fire Department.

Current Bid Projects

Caryn Malloy indicated that former Committee member Howard Winkler had expressed disappointment in the Request for Services documents for the design and construction management of Arlington High School as they indicate participation standards for Women and Minority Owned businesses do not reference workforce utilization tables. Caryn Malloy indicated that she would like to investigate whether or not the standards have changed since the rebuild of all of Arlington's elementary schools; the elementary schools were all renovated or reconstructed over the past 15 years and consistently met the town's participation goals for town construction projects of over \$200,000.

School Diversity Task Group (SDTG)

Barbara Boltz reported that the first meeting of the group was last week (early September); the group was disappointed with the number of minority applicants for school positions. There will be three sessions of Cultural Competency training over the course of the school year for teachers and administrators. Barbara also reported that within some of the schools there is a perceived lack of coordination between school

councils/PTOs and the Diversity and Inclusion Groups; Superintendent Bodie indicated that she would reach out to encourage cooperation and coordination within each school.

Andrea Haas moved to adjourn the meeting at 8:40 p.m.

Caryn Malloy
Equal Opportunity Officer